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ABSTRACT

The data presented in this pamphlet are from the survey of salaries and tenure of full-time instructional faculty for 1974-75. Tables 1-4 show mean salaries of instructional faculty by rank, sex, and level of institution; table 5 shows the percentage of women among the full-time instructional faculty by control and level of institution in the 50 states and the District of Columbia; table 6 shows the percentage of full-time instructional faculty with tenure, by institutional control, sex, and state of other area. These tables seem to indicate that: (1) The mean salaries of instructional faculty employed for the academic year rose approximately 10.5 percent from 1972 to 1974. (2) Salaries at the publicly controlled institutions rose faster than at the privately controlled. (3) The salaries of women relative to men have not significantly improved in two years. (4) The disadvantages of women were also reflected in the tenure situation, where 26.7 percent of the women and 57.0 percent of the men had tenure. (Author/PG)

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WASHINGTON, D.C. 20202

NATIONAL CENTER FOR
EDUCATION STATISTICS

January 29, 1975

TO THE PRESIDENT:

In February of 1973, the National Center for Education Statistics disseminated preliminary estimates of salaries of higher education instructional staff for that current academic year. These data proved so useful that the practice is being continued with the attached release from the current survey of "Salaries and Tenure of Full-Time Instructional Faculty, 1974-75."

The data items in the attached tables were selected for their general interest and are presented in as much detail as time would permit. Tables 1-4 show mean salaries of instructional faculty by rank, sex, and level of institution. Table 1 presents data for the aggregate United States; tables 2-4 present data for only the 50 States and the District of Columbia, excluding the U.S. Service Schools and the outlying areas of the United States, where salaries are somewhat atypical. Table 5 shows the percentage of women among the full-time instructional faculty by control and level of institution in the 50 States and the District of Columbia. Table 6 shows, for the first time in this survey, the percentage of full-time instructional faculty with tenure, by institutional control, sex, and State or other area.

These preliminary data, for the 50 States and D.C., seem to indicate that:

1. The mean salaries of instructional faculty employed for the academic year rose approximately 10.5 percent from 1972 to 1974.

2. Salaries at the publicly controlled institutions rose faster than at the privately controlled (12.1 percent for the public; 6.7 percent for the private).

3. There appears to be a trend toward the employment of more women in faculty positions in the past 2 years, as evidenced by the increases in the percentages of women in all ranks.

4. The salaries of women relative to men have not significantly improved in 2 years (women's salaries were 82.9 percent of men's salaries in 1972; they are 83.2 percent in 1974).

5. The disadvantages of women were also reflected in the tenure situation, where 26.7 percent of the women, and 57.0 percent of the men had tenure.

The tabulations do not include all of the full-time instructional faculty in higher education institutions. The following groups are excluded:

1. Faculty appointed for periods other than the 9-10 month academic year.

2. Faculty who contribute their services.

3. Faculty teaching preclinical or clinical medicine.

4. Faculty in institutions which did not respond in time for the data to be included in this early release.

Of the 3,038 reporting units (campuses and branches of institutions) in the population of inquiry, 2,744 reported data on faculty salaries before January 15, 1975; a 90.3-percent response rate.

The data in the attached tables have not been rounded but are given as they were obtained by simple addition and arithmetic computation. The presentation in no way implies that totals and subtotals are accurate to the last few digits. Indeed, given that there are segments of data missing as described above, we must leave to the user the determination of the degree and quality of reliance he wishes to place on these data in their utilization.

The complete survey data will be published at a later date, after further review and editing. With respect to the selected items here presented, it is not expected that the final tabulations of mean salaries will vary from these early estimates by more than a few percentage points in any category. Such variations as do occur may be greatest for the private universities and public other 4-year institutions, among which was the largest proportion of nonrespondents as of January 15. However, if past experience is any guide, none of these variations will modify the essential relationships and magnitudes among the categories of data.

These data were prepared under the direction of Richard M. Beazley, survey director, and further questions may be referred to him.

We would be pleased to receive your comments on this early release of preliminary data, particularly with respect to how useful it may be to you.

Sincerely,

F Nassetta

Francis C. Nassetta
Acting Administrator

Enclosures

Table A.--Percent increase in average salaries of full-time instructional faculty, by institutional control, academic rank, and sex: 50 States and D. C., 1972-74

Academic rank and sex	All institutions	Public	Private
Total	10.5	12.1	6.7
Men	10.9	12.6	7.0
Women	11.3	12.2	8.7
Professors	9.2	9.6	8.4
Men	9.3	9.8	8.4
Women	8.6	8.4	9.4
Associate Professors	10.9	12.3	8.0
Men	11.0	12.4	7.9
Women	10.5	11.3	9.6
Assistant Professors	8.9	11.0	4.3
Men	8.5	11.1	3.2
Women	10.4	11.0	9.4
Instructors	20.3	22.1	7.9
Men	22.9	24.4	8.3
Women	16.5	18.1	7.9

Table B.--Percent women among full-time instructional faculty, by academic rank: 50 States and D. C., 1972 and 1974

Academic Rank	1972	1974
Total	22.3	24.1
Professors	9.8	10.3
Associate Professors	16.3	16.9
Assistant Professors	23.8	27.1
Instructors	39.9	40.6

National Center for Education Statistics
Office of the Assistant Secretary
for Education

PREPUBLICATION RELEASE
Preliminary data,
January 1975

TABLE 1. -- NUMBER AND AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY LEVEL OF INSTITUTION, RANK, AND SEX: AGGREGATE UNITED STATES, 1974-75

ALL INSTITUTIONS

RANK AND SEX	TOTAL		UNIVERSITIES		OTHER 4-YEAR		2-YEAR	
	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY
TOTAL	255,504	$15,258	92,086	$16,650	109,781	$14,367	53,637	$14,711
MEN	192,612	15,924	74,448	17,572	82,412	14,913	35,752	15,259
WOMEN	62,892	13,222	17,638	13,496	27,369	12,722	17,885	13,718
PROFESSORS	52,916	20,662	26,338	23,485	23,418	18,926	3,160	18,343
MEN	47,414	20,820	24,613	22,648	20,426	18,984	2,375	18,649
WOMEN	5,502	18,431	1,725	20,071	2,992	15,218	785	17,417
ASSOCIATE PROFESSORS	59,184	15,941	25,165	16,593	29,259	15,259	4,680	16,569
MEN	48,827	16,089	21,644	16,732	23,816	15,428	3,517	16,614
WOMEN	10,127	15,163	3,521	15,733	5,443	14,525	1,163	16,435
ASSISTANT PROFESSORS	77,909	13,107	29,573	13,569	40,446	12,776	7,170	13,715
MEN	56,944	13,285	22,217	13,761	29,106	12,840	4,701	13,823
WOMEN	20,965	12,636	7,156	12,972	11,340	12,251	2,469	13,522
INSTRUCTORS	51,171	12,780	8,212	13,706	14,451	10,400	27,608	14,748
MEN	30,269	13,469	4,715	13,944	7,585	10,650	17,971	15,344
WOMEN	20,902	11,771	3,499	10,457	6,766	10,154	9,657	13,521
LECTURERS	2,446	11,954	1,606	12,292	654	11,465	184	10,249
MEN	1,471	12,588	1,022	12,880	364	12,572	87	11,753
WOMEN	975	10,842	584	11,264	292	10,350	97	9,847
UNDESIGNATED RANK	12,834	15,299	592	12,118	1,607	10,936	10,855	15,693
MEN	8,429	15,755	259	13,505	1,089	11,170	7,101	16,142
WOMEN	4,405	12,469	155	10,315	518	10,445	3,754	12,841

TABLE 2. -- NUMBER AND AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY LEVEL OF INSTITUTION, RANK, AND SEX: 50 STATES AND DISTRICT OF COLUMBIA, 1974-75

ALL INSTITUTIONS

RANK AND SEX	TOTAL		UNIVERSITIES		OTHER 4-YEAR		2-YEAR	
	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY
TOTAL	252,404	$15,269	90,215	$16,704	108,592	$14,342	53,599	$14,736
MEN	190,708	15,926	73,488	17,421	81,492	14,876	35,728	15,244
WOMEN	61,696	13,745	16,725	13,552	27,100	12,736	17,871	13,724
PROFESSORS	52,510	20,655	26,125	22,514	23,225	18,875	3,160	18,343
MEN	47,087	20,909	24,475	22,674	20,259	19,041	2,375	18,649
WOMEN	5,423	18,433	1,652	20,145	2,986	17,753	785	17,417
ASSOCIATE PROFESSORS	58,323	15,920	24,717	16,629	28,926	15,214	4,680	16,569
MEN	48,456	16,069	21,422	16,746	25,517	15,372	5,517	16,614
WOMEN	9,867	15,185	3,295	15,820	5,409	14,529	1,163	16,435
ASSISTANT PROFESSORS	76,108	13,104	28,864	13,582	40,054	12,658	7,170	13,715
MEN	55,446	13,276	21,958	13,769	28,804	12,825	4,701	13,823
WOMEN	20,622	12,642	6,906	12,989	11,24.	12,257	2,469	13,522
INSTRUCTORS	51,280	12,825	8,580	13,737	14,130	10,404	27,570	14,716
MEN	29,858	13,520	4,410	13,976	7,481	10,624	17,947	15,354
WOMEN	20,442	11,812	4,170	10,486	6,649	10,157	9,625	13,529
LECTURERS	2,398	11,980	1,564	12,343	650	11,455	184	10,749
MEN	1,444	12,713	998	12,919	359	12,775	87	11,753
WOMEN	954	10,869	566	11,527	291	10,520	97	9,847
UNDESIGNATED RANK	12,805	15,308	363	12,337	1,607	10,936	10,855	15,693
MEN	8,417	15,758	227	13,465	1,089	11,170	7,101	16,142
WOMEN	4,388	12,485	136	10,457	518	10,445	3,754	12,841

TABLE 5. -- NUMBER AND AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY LEVEL OF INSTITUTION, RANK, AND SEX: 50 STATES AND DISTRICT OF COLUMBIA, 1974-75

PUBLICLY CONTROLLED INSTITUTIONS

RANK AND SEX	TOTAL		UNIVERSITIES		OTHER 4-YEAR		2-YEAR	
	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY
TOTAL	178,443	$15,552	67,541	$16,395	60,189	$15,078	50,703	$14,994
MEN	134,098	16,166	54,517	17,099	45,473	15,576	34,108	15,462
WOMEN	44,335	13,697	13,024	13,445	14,716	13,540	16,595	14,034
PROFESSORS	33,440	20,967	18,428	22,075	12,429	19,876	2,985	18,670
MEN	30,198	21,177	17,204	22,219	10,849	19,979	2,245	18,976
WOMEN	3,242	19,173	1,224	20,044	1,580	19,168	758	17,739
ASSOCIATE PROFESSORS	35,590	16,415	18,803	16,573	16,412	16,112	4,375	16,875
MEN	29,214	16,492	16,308	16,687	13,613	16,160	3,293	16,907
WOMEN	6,376	16,011	2,495	15,824	2,799	15,881	1,082	16,780
ASSISTANT PROFESSORS	51,450	13,486	21,197	13,555	22,797	13,286	6,661	13,946
MEN	37,563	13,614	15,625	13,755	16,506	13,404	4,412	14,017
WOMEN	13,887	13,127	5,367	13,005	6,291	12,980	2,249	13,806
INSTRUCTORS	41,189	13,449	6,859	10,648	7,896	10,842	26,434	14,955
MEN	24,978	14,155	3,460	10,887	4,127	11,069	17,391	15,538
WOMEN	16,211	12,363	3,399	10,406	3,769	10,594	9,043	13,856
LECTURERS	1,685	12,009	1,116	12,285	397	11,694	172	10,954
MEN	1,020	12,684	711	12,877	223	12,412	86	11,79
WOMEN	665	10,973	405	11,742	174	10,774	86	10,11
UNDESIGNATED RANK	10,679	13,831	345	11,907	258	11,475	10,078	13,957
MEN	7,045	14,285	209	12,917	155	12,184	6,681	14,375
WOMEN	3,634	12,954	134	10,332	103	10,409	3,397	13,135

TABLE 6. -- NUMBER AND AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-10-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY LEVEL OF INSTITUTION, RANK, AND SEX: 50 STATES AND DISTRICT OF COLUMBIA, 1974-75

PRIVATELY CONTROLLED INSTITUTIONS

RANK AND SEX	TOTAL		UNIVERSITIES		OTHER 4-YEAR		2-YEAR	
	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY
TOTAL	73,971	$14,590	22,672	$17,628	48,403	$13,428	2,896	$10,234
MEN	56,610	15,558	18,971	18,530	36,019	13,994	1,620	10,661
WOMEN	17,361	12,086	3,701	13,929	12,384	11,782	1,276	9,694
PROFESSORS	18,670	20,085	7,697	23,556	10,796	17,723	177	12,840
MEN	16,789	20,427	7,269	23,751	9,390	17,957	130	13,014
WOMEN	1,881	17,040	428	20,435	1,406	16,164	47	12,559
ASSOCIATE PROFESSORS	18,733	14,874	5,914	16,784	12,514	14,038	305	12,182
MEN	15,242	15,149	5,114	16,937	9,904	14,290	224	12,310
WOMEN	3,491	13,677	800	15,810	2,610	13,081	81	11,829
ASSISTANT PROFESSORS	24,638	12,518	6,872	15,669	17,267	11,830	509	10,658
MEN	17,923	12,870	5,333	13,882	12,301	12,046	289	10,684
WOMEN	6,715	11,647	1,539	12,934	4,956	11,294	220	10,624
INSTRUCTORS	9,991	10,001	1,721	11,095	6,234	9,850	1,136	9,174
MEN	5,860	10,262	950	11,302	3,354	10,077	556	9,608
WOMEN	4,231	9,701	771	10,841	2,880	9,586	580	8,758
LECTURERS	713	11,911	448	12,491	253	11,080	12	7,806
MEN	424	12,784	287	13,024	136	12,313	1	7,960
WOMEN	289	10,631	161	11,540	117	9,646	11	7,752
UNDESIGNATED RANK	2,126	10,686	20	19,705	1,349	10,832	757	10,190
MEN	1,372	10,944	18	19,798	934	11,001	426	10,441
WOMEN	754	10,218	2	18,869	415	10,454	337	9,878

TABLE 1.--WOMEN AS PERCENT OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY ON 9-10-MONTH CONTRACTS IN INSTITUTIONS OF HIGHER EDUCATION, BY ACADEMIC RANK AND CONTROL AND LEVEL OF INSTITUTION: 50 STATES AND DISTRICT OF COLUMBIA, 1974-75

CONTROL AND LEVEL OF INSTITUTION	TOTAL, ALL RANKS	PROFESSORS	ASSOCIATE PROFESSORS	ASSISTANT PROFESSORS	INSTRUCTORS	LECTURERS	UNDESIGNATED RANK
ALL INSTITUTIONS	24.1	10.3	16.8	27.1	40.6	39.8	34.1
PUBLICLY CONTROLLED	24.8	10.5	16.1	27.0	39.4	39.5	34.0
UNIVERSITIES	19.3	6.6	13.3	23.4	48.5	36.5	38.1
OTHER FOUR-YEAR	24.4	12.7	17.0	27.6	47.7	45.8	38.9
TWO-YEAR	32.7	24.7	24.7	33.8	34.2	50.0	33.7
PRIVATELY CONTROLLED	23.5	10.1	18.6	27.3	46.5	40.5	35.5
UNIVERSITIES	16.3	5.6	13.5	22.4	44.8	35.9	10.0
OTHER FOUR-YEAR	25.6	15.0	20.8	28.7	46.2	46.2	50.8
TWO-YEAR	44.1	26.6	26.6	43.2	51.0	41.7	44.5

National Center for Education Statistics
Office of the Assistant Secretary
for Education

PREPUBLICATION RELEASE
Preliminary data,
January 1975

TABLE 5.--PERCENTAGE OF FULL-TIME INSTRUCTIONAL FACULTY WITH TENURE, BY INSTITUTIONAL CONTROL, SEX, AND STATE OR OTHER AREA: AGGREGATE UNITED STATES, 1974-75

STATE OR OTHER AREA	ALL INSTITUTIONS			PUBLICLY CONTROLLED			PRIVATELY CONTROLLED		
	MEN AND WOMEN	MEN	WOMEN	MEN AND WOMEN	MEN	WOMEN	MEN AND WOMEN	MEN	WOMEN
TIA	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
AGGREGATE UNITED STATES	46.8	56.9	28.0	46.1	56.6	29.5	48.4	57.5	24.2
STATES U.S. DC	46.8	57.1	28.7	46.3	59.5	29.1	49.2	57.4	34.9
ALABAMA	52.2	55.5	44.4	53.9	55.3	47.7	44.5	51.4	32.6
ALASKA 1/	32.1	40.6	20.8				32.1	40.6	23.8
ARIZONA	47.9	51.3	39.4	46.6	52.2	38.4	37.7	44.8	27.5
ARKANSAS	53.8	56.3	42.4	57.1	60.4	46.5	37.1	39.4	28.0
CALIFORNIA 1/	75.1	78.6	73.8	85.6	84.7	90.8	52.3	57.3	36.1
COLORADO	52.1	56.0	35.5	51.1	55.0	32.2	57.4	62.1	39.7
CONNECTICUT	60.9	64.6	49.6	66.2	64.9	55.8	53.1	59.1	32.8
DELAWARE	35.7	41.7	14.3	34.4	42.3	14.9	75.5	88.6	11.1
DISTRICT OF COLUMBIA	41.9	46.2	31.4	24.2	23.1	25.5	45.8	51.4	33.9
FLORIDA	38.5	55.6	49.7	55.4	47.6	48.8	42.9	45.7	31.1
GEORGIA	43.4	44.7	27.4	43.	44.4	24.2	41.9	44.1	35.9
HAWAII	54.9	54.1	52.5	51.3	50.7	52.3	68.7	61.8	53.3
IDAHO	52.2	55.6	37.6	52.3	55.5	37.7	51.6	56.5	35.4
ILLINOIS	54.6	63.1	49.2	52.3	65.1	52.1	54.6	58.2	43.7
INDIANA	52.7	57.5	39.8	53.2	58.4	35.4	51.5	55.4	33.0
IOWA	43.9	48.9	25.9	42.6	48.2	24.5	46.7	50.2	32.2
KANSAS	53.8	55.1	34.9	57.7	56.5	36.0	39.5	42.9	29.7
KENTUCKY	50.5	54.5	36.7	51.9	55.7	39.3	44.2	47.5	35.5
LOUISIANA	58.6	57.4	43.9	60.8	54.1	52.4	45.2	54.5	31.4
MAINE	49.3	51.5	29.7	53.9	55.6	29.9	45.3	48.2	29.0
MARYLAND	49.3	53.5	38.9	51.1	55.7	43.9	47.8	47.3	28.0
MASSACHUSETTS	51.9	59.7	37.3	57.4	62.5	43.6	46.5	51.2	32.1
MICHIGAN	61.2	66.7	50.4	66.4	71.7	55.1	45.7	49.1	31.9
MINNESOTA	56.0	60.4	40.9	57.0	61.9	39.0	55.4	59.3	45.4
MISSISSIPPI	29.9	34.9	23.5	29.4	34.4	19.5	34.7	39.3	25.7
MISSOURI	55.2	59.0	41.7	57.0	60.7	43.3	51.7	55.6	39.0
MONTANA	43.2	47.2	29.6	42.6	46.5	23.6	50.3	55.6	32.1
NEBRASKA	55.5	60.5	37.2	56.7	61.1	40.1	51.3	58.8	28.9
NEVADA	52.0	56.8	33.9	52.0	56.8	30.9			
NEW HAMPSHIRE	57.0	59.1	44.1	71.6	73.6	65.0	32.5	33.6	29.9
NEW JERSEY	58.3	62.7	45.5	58.4	62.5	48.1	58.0	63.6	38.8
NEW MEXICO	55.1	59.3	37.9	56.6	60.5	37.8	38.1	38.3	19.8
NEW YORK 1/	49.6	53.8	36.1	55.5	59.5	42.8	44.6	48.9	30.1
NORTH CAROLINA	44.7	47.4	42.1	47.4	43.1	41.9	54.2	57.7	44.3
NORTH DAKOTA	42.7	46.7	31.3	45.2	49.4	34.5	4.1	4.4	3.4
OHIO	46.4	49.9	33.3	43.1	46.7	32.0	54.1	58.6	36.7
OKLAHOMA	54.3	59.4	34.7	56.8	61.5	41.9	44.0	50.2	25.2
OREGON	60.9	64.4	46.7	63.5	67.3	49.1	50.1	53.2	30.4
PENNSYLVANIA	58.3	61.5	45.7	63.0	65.7	53.8	53.5	57.5	36.2
RHODE ISLAND	47.8	54.6	28.0	46.1	54.1	34.7	48.9	54.9	16.6
SOUTH CAROLINA	35.0	39.4	22.6	31.5	36.9	16.1	45.8	48.3	43.4
SOUTH DAKOTA	59.5	62.6	48.0	69.5	71.8	59.2	38.7	40.4	33.3
TENNESSEE	44.0	53.5	36.3	48.8	52.9	36.5	49.6	54.8	36.1
TEXAS	47.6	52.3	33.5	47.3	52.1	33.1	48.5	52.9	35.6
UTAH	58.4	60.9	39.0	59.8	63.3	41.1	17.5	18.5	14.3
VERMONT	43.9	49.4	23.2	53.4	55.8	32.3	36.6	43.1	12.0
VIRGINIA	46.2	48.3	40.1	44.0	45.2	38.3	52.2	55.3	44.4
WASHINGTON	64.4	71.6	56.0	71.3	74.5	58.4	50.1	52.5	41.8
WEST VIRGINIA	50.0	53.1	40.8	51.9	55.0	42.5	40.4	43.2	34.2
WISCONSIN	55.4	59.8	43.2	56.2	59.7	45.3	59.6	60.3	36.1
WYOMING	49.6	51.4	42.5	49.6	51.4	42.5			
U.S. SERVICE SCHOOLS	46.9	45.7	5.0	46.9	45.7	5.0			
OUTLYING AREAS									
AMERICAN SAMOA	76.3	75.0	78.6	76.3	75.0	78.6			
CANAL ZONE	49.6	48.5	53.3	49.6	48.5	53.0			
GUAM	22.4	19.4	28.4	22.4	19.4	28.4			
PUERTO RICO	59.1	52.0	47.9	59.1	57.1	54.7	17.9	20.7	15.1
TRUST TERR., PAC. IS.	.0	.0	.0	.0	.0	.0			
VIRGIN ISLANDS	13.8	14.7	12.5	13.8	14.7	12.5			

1/ THE RESPONSE RATES IN THESE STATES WERE NOTABLY LOWER THAN IN THE OTHER STATES. THEREFORE, THESE DATA MAY BE LESS RELIABLE THAN FOR OTHER STATES.